

Subject: GSA LGBT & Allies Employee Association celebrates Women's History Month
From: Colin Correa - CSDA <colin.correa@gsa.gov>
Date: 3/2/2021, 10:16 AM
To: "GSA LGBT & Allies Members Employee Association" <GSA-LGBTA@gsa.gov>
BCC: katy.kale@gsa.gov

**GSA LGBT & Allies Employee Association celebrates
“Women in Government”
during
Women’s History Month**

March is [Women's History Month](#), and this year, the GSA LGBT & Allies Employee Association is honoring the significant contributions of LGBTQ women and allies who are leading the fight for equality, diversity, and inclusion in all aspects of our democracy across our great nation.

The leadership of women is more important than ever in our continued fight for the equal rights of all American citizens -- extending to potential citizens -- and to achieve gender justice for marginalized communities across the United States and around the globe.

Last year, Speaker of the House Nancy Pelosi made it clear that the passage of the Equality Act was one of her major priorities, and under her leadership the Equality Act passed in the U.S. House of Representatives on February 25, 2021, with a bi-partisan vote of 224-206. The historic vote was a major milestone for equality, and sends a powerful message to LGBTQ people, especially to LGBTQ youth: that their elected officials in the U.S. House of Representatives are looking out for their best interests.

The bipartisan Equality Act, first introduced in Congress in July of 2015, is sponsored by Representatives Cicilline (D-RI) and Brian Fitzpatrick (R-PA) in the House and Senators Tammy Collins (D-WI), Susan Collins (R-ME), Jeff Merkley (D-OR), and Corey Booker (D-NJ) in the U.S. Senate. Speaker Nancy Pelosi (D-CA) prioritized passage of the legislation at the start of the 117 U.S. Congress. However, the victory would not have been possible without the outspoken advocacy, support, and allyship of congressional champions of equality such as Representative Sharice Davids (D-KS), Pramila Jayapal (D-WA), Stephanie Murphy (D-FL), and Angie Craig (D-MN), Congress’ first openly lesbian parent.

Why is the Equality Act important? Discrimination is a real and persistent problem for LGBTQ people across the United States. Presently, 50% of LGBTQ American citizens live in 30 states that lack statewide non-discrimination protection, leaving residents at risk of being fired or harassed at work, denied housing, or refused services because of who they are or whom they love. The Equality Act will finally guarantee existing civil rights protections under the Civil

Rights Act of 1964 apply to LGBTQ people, providing clear and consistent legal protections for sexual orientation or gender identity, while expanding and enhancing protections for people of color, women, and religious minorities.

During Women's History Month, I would be remiss not to note that misogyny and sexism still exist in the United States, and are far too pervasive in the workplace even in the 21st century. We also acknowledge all our Transgender sisters who have perished in violence over the last year, the value of whose lives we memorialize during the Transgender Day of Remembrance each year on November 20th.

Lastly, during Women's History Month, we celebrate the historic appointment of Vice-President Kamala Harris and the nominations of women in President Biden's Administration to key positions throughout the Government.

- Representative **Marcia Fudge** (D-OH), former Chair of the Congressional Black Caucus, was nominated to serve as the Secretary of Housing and Urban Development.
- Former Governor **Jennifer Granholm**, who worked closely with the Obama Administration during the 2009 recession, was nominated to serve as the head of the Department of Energy.
- **Isabel Guzman**, Director of the Office of Small Business Advocate in California, has been selected to serve as the Director of the Small Business Administration.
- Representative **Deb Haaland**, the first Native American woman elected to Congress, (D-NM) has been nominated to serve as the Director of the Department of Interior.
- **Rachel Leland Levine**, a pediatrician who served as the Pennsylvania Physician General from 2015 to 2017 and the Secretary of the Pennsylvania Department of Health from 2017 to 2021, has been tapped to fill the position of Assistant Secretary of Health in the Department of Health and Human Services. If confirmed by the Senate, Dr. Levine will be the first openly transgender woman to fill a key roll in the Biden Administration.
- Rhode Island Governor **Gina Raimondo**, former Chair of the Democratic Governors Association, was nominated to head the Department of Commerce; Cecilia Rouse, an economist and Dean of Princeton University's School of Public and International Affairs, was nominated to lead the President's Council of Economic Advisors.
- **Katherine Tai**, who serves as the Chief Trade Counsel for the United States House Committee on Ways and Means, was chosen for the position of U.S. Trade Representative.
- **Linda Thomas-Greenfield**, a career Foreign Service Officer who served as Assistant Secretary of State for Africa under the Obama Administration, was tapped to serve as the U.S. Ambassador to the United Nations.
- **Julie Verratti**, co-founder and Chief Brand Officer of Silver Spring-based Denizens Brewing Co., an out lesbian, has accepted a post in the Small Business Administration

as the Associate Administrator of Field Operations.

- **Janet Yellen**, the first woman to head the Federal Reserve, was nominated as the Secretary of the U.S. Treasury.

As the new Administration takes shape, it is being widely praised as the most diverse in U.S. history. These women leaders bring a wide range of lived experiences and perspectives to the work that they will be charged with achieving, which is destined to be some of the most important policy work for the nation.



U.S. General Services Administration

Colin S.K. Correa

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Pronouns: He, Him, His

Subject: Updated invitation: SEP/Affinity Group Meeting w/Acting Admin,OHRM &OCR @ Mon Apr 5, 2021 2pm - 3pm (EDT) (katy.kale@gsa.gov)

From: Monica Hedgspeth - QT3CJAC <monica.hedgspeth@gsa.gov>

Date: 4/4/2021, 12:01 PM

To: katy.kale@gsa.gov, paul.ruiz@gsa.gov, tobi.slaughter@gsa.gov, jennifer.kara@gsa.gov, kim.brown@gsa.gov, merrick.krause@gsa.gov, amanda.foster@gsa.gov, pamela.martinez@gsa.gov, alan.brouillette@gsa.gov, aluanda.drain@gsa.gov, tanya.burks@gsa.gov, nicoleb.lee@gsa.gov, monique.catlett@gsa.gov, kenneth.evans@gsa.gov, david.polk@gsa.gov, ibrahiim.kent@gsa.gov, hayden.shock@gsa.gov, niki.mcfarlin@gsa.gov, traci.dimartini@gsa.gov, mary.gibert@gsa.gov, melissa.carrion@gsa.gov, javonne.robinson@gsa.gov, jessica.whatley@gsa.gov, courtney.rogers@gsa.gov, aileen.mcgraw@gsa.gov, darlene.smith@gsa.gov, evan.farley@gsa.gov, james.tranovich@gsa.gov, cheryl.newland@gsa.gov, robert.jolly@gsa.gov, renee.bishop-sledge@gsa.gov, colin.correa@gsa.gov, christina.perez@gsa.gov, lance.feiner@gsa.gov, megan.quinn@gsa.gov, breanna.ackley@gsa.gov, austin.hernandez@gsa.gov, thomas.meiron@gsa.gov, john.cooke@gsa.gov, giancarlo.brizzi@gsa.gov, julia.elman@gsa.gov, kiva.simmons-lee@gsa.gov, edgar.delgado@gsa.gov, brian.block@gsa.gov, beth.macrae@gsa.gov, rick.parker@gsa.gov, nydia.roman-albertorio@gsa.gov, jessyka.castillo@gsa.gov, loaella.hammons@gsa.gov, aviva.oskow@gsa.gov, ling.xu@gsa.gov, chris.hamm@gsa.gov, adrienne.beasley@gsa.gov, alexandra.porter@gsa.gov, james.foster@gsa.gov, michaelj.smith@gsa.gov, pia.scott@gsa.gov, robert.riddle@gsa.gov, amme.willis@gsa.gov, andrea.washington@gsa.gov, kevin.franken@gsa.gov, jeffrey.lau@gsa.gov, david.coscia@gsa.gov, wendy.stoner@gsa.gov, brandy.kovacic@gsa.gov, amy.chiou@gsa.gov, teressa.wykpisz-lee@gsa.gov, donna.garland@gsa.gov, jacky.chang@gsa.gov, paul.boinay@gsa.gov

This event has been changed.

SEP/Affinity Group Meeting w/Acting Admin,OHRM &OCR

When	Mon Apr 5, 2021 2pm – 3pm Eastern Time - New York	more details »
Joining info	<p>Join with Google Meet meet.google.com/toj-cyku-jrf</p> <p>Join by phone (US) +1 929-236-4368 (PIN: 996254183)</p> <p>More joining options</p>	
Calendar	katy.kale@gsa.gov	
Who	<ul style="list-style-type: none"> • monica.hedgspeth@gsa.gov - organizer • paul.ruiz@gsa.gov • tobi.slaughter@gsa.gov • jennifer.kara@gsa.gov • kim.brown@gsa.gov • merrick.krause@gsa.gov • amanda.foster@gsa.gov • pamela.martinez@gsa.gov • jennifer.mollenshott@gsa.gov • alan.brouillette@gsa.gov • aluanda.drain@gsa.gov • tanya.burks@gsa.gov • nicoleb.lee@gsa.gov • lilly.ferrer@gsa.gov • monique.catlett@gsa.gov • kenneth.evans@gsa.gov • david.polk@gsa.gov • ibrahiim.kent@gsa.gov • hayden.shock@gsa.gov • niki.mcfarlin@gsa.gov • traci.dimartini@gsa.gov • mary.gibert@gsa.gov • melissa.carrion@gsa.gov • javonne.robinson@gsa.gov • jessica.whatley@gsa.gov • courtney.rodgers@gsa.gov • aileen.mcgraw@gsa.gov • darlene.smith@gsa.gov • evan.farley@gsa.gov • james.tranovich@gsa.gov • cheryl.newland@gsa.gov • robert.jolly@gsa.gov • renee.bishop-sledge@gsa.gov • colin.correa@gsa.gov • christina.perez@gsa.gov • lance.feiner@gsa.gov • megan.quinn@gsa.gov • breanna.ackley@gsa.gov • austin.hernandez@gsa.gov • thomas.meiron@gsa.gov 	

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Attachments [DEIA SEP/Affinity Group Meeting Agenda](#)

Going (katy.kale@gsa.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

Invitation from [Google Calendar](#)

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Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

► monica.hedgspeth@gsa.gov has invited you to SEP/Affinity Group Meeting w/Acting

Admin,OHRM &OCR

— Attachments:

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Subject: Re: LGBT Pride Month Program -- List of possible Guest Speakers
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 4/16/2021, 3:28 PM
To: Traci DiMartini - C <traci.dimartini@gsa.gov>

I thought the same thing.

On Fri, Apr 16, 2021 at 3:27 PM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:
the Peace Corps appointee would also be very well received given the high percentage of Peace Corps volunteers at GSA!

On Fri, Apr 16, 2021 at 3:24 PM Katy Kale (she/her) <katy.kale@gsa.gov> wrote:
This is great news.

I am very happy to add my name to any formal request letters - and you know I am very excited to send communications and speak at any event.

Just so you know...

- Nitin and I know Gautam well - and could help with the "ask" (I think Nitin and he are good friends)
- Pili is the WH Comms contact for GSA - so Teresa talks to her often
- If they want to look at agency appointees - Another person that they may want to consider is Dave Noble is the Peace Corps COS - and former Exec Dir of Michigan ACLU. I know Dave well and could help with the "ask".

Thank you!

On Fri, Apr 16, 2021 at 1:56 PM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:
good news to share. One specific ask the group had is if you or someone in the A Suite could help secure a speaker for Pride Month. They gave a reasonable list of options. We probably can't get Mayor Pete but maybe someone from White House? We can talk more on Tuesday.

Thanks, traci

----- Forwarded message -----

From: **Robert Riddle - WPXWB** <robert.riddle@gsa.gov>
Date: Fri, Apr 16, 2021 at 1:52 PM
Subject: Re: LGBT Pride Month Program -- List of possible Guest Speakers
To: Traci DiMartini - C <traci.dimartini@gsa.gov>, Aluanda Drain - AK <aluanda.drain@gsa.gov>, Paul Boinay - AKCA <paul.boinay@gsa.gov>, Monica Hedgspeth - QT3CJAC <monica.hedgspeth@gsa.gov>
Cc: Colin Correa - CSDA <colin.correa@gsa.gov>, Thomas Meiron - 4Q

<thomas.meiron@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, Andrea Washington - IDTRE <andrea.washington@gsa.gov>

Thank you, everyone, for such a positive meeting yesterday. It was great to meet new GSA-ers and say hello to familiar GSA-ers again.

As requested, I've gone back to our [Agenda \[link\]](#), and added our "Cliff notes" for the additional insight you wanted.

As for the speakers event, we're aiming to settle on a theme for all our Pride Month activities by first of next week. We'll get back to you very soon with that, which will help provide framework for the program, and speakers, and topics.

Robert

Robert R. Riddle

NCIDQ (#25228)

Client Planning Manager, White House Team, Office of Portfolio Management and Real Estate

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Black Lives Matter • pronouns: he/him/his

On Fri, Apr 16, 2021 at 9:27 AM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:

Thank you for inviting us to your meeting. I think it was a terrific start to building a stronger, more collaborative relationship. I speak with Katy each Tuesday and will share these with her and also discuss the draft messaging. I would recommend you send us a list of topics, ideas or themes you would like Katy and her comms team to think about weaving into the message. This way they can start drafting a message and reach out to the group to see if they are hitting the mark.

thanks, Traci

On Fri, Apr 16, 2021 at 8:30 AM Colin Correa - CSDA <colin.correa@gsa.gov> wrote:

Good morning Traci and Aluanda,

Thank you again for taking time out of your afternoon schedules to meet with the Board Members of the GSA LGBT & Allies Employee Association and our Executive Sponsor, Tom Meiron.

One of the requests that we had reviewed yesterday, included your assistance in approaching either the Administrator/Acting Administrator or Deputy Administrator to

serve on a speaker's panel event during LGBT Pride Month and to ask the Office of the Administrator to provide assistance in securing a guest speaker/guest speakers for the LGBT Pride Month event on either Wednesday, June 16th or Wednesday, June 23, 2021.

We have compiled a list of potential guest speakers; however, we would be open to any of the Biden-Harris Administration's current contacts or past contacts from the Obama Administration.

Federal Government

[Elizabeth Birch](#), Vice President CBRE, former head of HRC

Peter (Pete) Paul Montgomery Buttigieg, Secretary DOT

Malcolm Kenyatta, Brian Sims (Pennsylvania State legislators)

Rachel Levine, Assistant Secretary for Health, HHS; Former Secretary of Health for the Commonwealth of Pennsylvania

White House

Carlos Elizondo (White House Social Secretary)

Karine Jean-Pierre, Deputy White House Press Secretary under Jen Psaki

[Pili Tobar](#), Deputy White House Communications Director

Gautam Raghavan (Deputy Director of the Presidential Personnel Office)

Former Ambassadors

John Berry, Former Head of OPM and Former Ambassador of Australia

Members of Congress

Mark Takano (D-CA)

Angie Craig (D-MN)

Mondaire Jones (D-NY 17th District)

Ritchie Torres (D-NY 15th District)

Other People of Interest

Major Griffin-Gracy ("Miss Major"), Trans woman of color, activist, and community leader for Transgender rights, with a particular focus on women of color.

Lani Ka'ahumanu, Bisexual feminist writer and activist. Editor of the *Journal of Bisexuality*.

Denise Juneau, Attorney, educator, politician from Montana. Superintendent of Seattle Public Schools. First openly gay female Native American elected to statewide office in the U.S. Descendant of the Blackfeet Tribe.

There is a sense of urgency in this request, as there is only 6 weeks until the start of LGBT Pride Month on Tuesday, June 1st. We would also like to know if Acting Administrator Kale would like our input on the Administrator's Message announcing LGBT Pride Month.

We look forward to working with you as we ramp up for GSA's LGBT Pride Month in June.

Best regards,

Colin



U.S. General Services Administration

Colin S.K. Correa

President

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Pronouns: He, Him, His

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U.S. General Services Administration

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Subject: Invitation: Save The Date: NRC/DEIA Meeting @ Tue May 4, 2021 2pm - 3pm (EDT)
(katy.kale@gsa.gov)

From: Monica Hedgspeth - QT3CJAC <monica.hedgspeth@gsa.gov>

Date: 4/26/2021, 5:48 PM

To: cristian.oliva@gsa.gov, karen.sklencar@gsa.gov, scot.koehler@gsa.gov, james.wootton@gsa.gov, brett.diaz@gsa.gov, darlene.smith@gsa.gov, lisa.tittle@gsa.gov, andrea.washington@gsa.gov, loaela.hammons@gsa.gov, julia.elman@gsa.gov, wendy.stoner@gsa.gov, ibrahiim.kent@gsa.gov, amanda.foster@gsa.gov, javonne.robinson@gsa.gov, kim.brown@gsa.gov, briani.bell@gsa.gov, courtney.rogers@gsa.gov, alexandra.porter@gsa.gov, aileen.mcgraw@gsa.gov, tobi.slaughter@gsa.gov, renee.bishop-sledge@gsa.gov, colin.correa@gsa.gov, nydia.roman-albertorio@gsa.gov, rick.parker@gsa.gov, lance.feiner@gsa.gov, tanya.burks@gsa.gov, cheryl.newland@gsa.gov, aviva.oskow@gsa.gov, kiva.simmons-lee@gsa.gov, jessica.whatley@gsa.gov, breanna.ackley@gsa.gov, michaelj.smith@gsa.gov, james.tranovich@gsa.gov, brandy.kovacic@gsa.gov, jennifer.kara@gsa.gov, adrienne.beasley@gsa.gov, niki.mcfarlin@gsa.gov, melissa.carrion@gsa.gov, jessyka.castillo@gsa.gov, lalitha.jonnalagadda@gsa.gov, austin.hernandez@gsa.gov, ling.xu@gsa.gov, robert.riddle@gsa.gov, alan.brouillette@gsa.gov, beth.macrae@gsa.gov, amanda.osborn@gsa.gov, robert.jolly@gsa.gov, amme.willis@gsa.gov, amy.chiou@gsa.gov, jacky.chang@gsa.gov, paul.ruiz@gsa.gov, john.bagwell@gsa.gov, brian.block@gsa.gov, lilly.ferrer@gsa.gov, james.foster@gsa.gov, pamela.martinez@gsa.gov, david.coscia@gsa.gov, kevin.franken@gsa.gov, jennifer.mollenshott@gsa.gov, hayden.shock@gsa.gov, nicoleb.lee@gsa.gov, edgar.delgado@gsa.gov, jacqueline.webster@gsa.gov
CC: katy.kale@gsa.gov, evan.farley@gsa.gov, john.cooke@gsa.gov, jeffrey.lau@gsa.gov, aluanda.drain@gsa.gov, dominic.sale@gsa.gov, merrick.krause@gsa.gov, thomas.meiron@gsa.gov, kenneth.evans@gsa.gov, giancarlo.brizzi@gsa.gov, chris.hamm@gsa.gov, mary.gibert@gsa.gov, traci.dimartini@gsa.gov

You have been invited to the following event.

Save The Date: NRC/DEIA Meeting

When Tue May 4, 2021 2pm – 3pm Eastern Time - New York

[more details »](#)

Calendar katy.kale@gsa.gov

Who

- james.wootton@gsa.gov - organizer
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- chris.hamm@gsa.gov - optional
- katy.kale@gsa.gov - optional
- mary.gibert@gsa.gov - optional
- traci.dimartini@gsa.gov - optional

Your attendance is **optional**.

Going (katy.kale@gsa.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

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► james.wootton@gsa.gov has invited you to Save The Date: NRC/DEIA Meeting

— Attachments: —

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12.6 KB

Subject: Invitation: SAVE THE DATE: NRC/DEIA Recruitment Partnering Meeting @ Tue May 4, 2021 2pm - 3pm (EDT) (katy.kale@gsa.gov)

From: Scot Koehler - CR1R <scot.koehler@gsa.gov>

Date: 4/27/2021, 6:25 AM

To: katy.kale@gsa.gov, Paul Ruiz - QMDZ4FOB <paul.ruiz@gsa.gov>, Brandy Kovacic - QM0A <brandy.kovacic@gsa.gov>, Jennifer Kara - QF0B1GB <jennifer.kara@gsa.gov>, Tobi Slaughter - WPB <tobi.slaughter@gsa.gov>, Kim Brown - 5Q <kim.brown@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>, Amanda Foster - 5QZAE <amanda.foster@gsa.gov>, Merrick Krause - CS <merrick.krause@gsa.gov>, Pamela Martinez - 2Q1C <pamela.martinez@gsa.gov>, Jacky Chang - A <jacky.chang@gsa.gov>, Jennifer Mollenshott - 7P1 <jennifer.mollenshott@gsa.gov>, Alan Brouillette - QUE <alan.brouillette@gsa.gov>, John Bagwell - 4PXGA <john.bagwell@gsa.gov>, Aluanda Drain - AK <aluanda.drain@gsa.gov>, Karen Sklencar - CPEA <karen.sklencar@gsa.gov>, Price Wootton - CDDI <james.wootton@gsa.gov>, Tanya Burks - 8PSMF <tanya.burks@gsa.gov>, James Foster - H2CC <james.foster@gsa.gov>, Nikki Lee - QUEBB <nicoleb.lee@gsa.gov>, Lillian Ferrer - 5P1 <lilly.ferrer@gsa.gov>, Amy Chiou <amy.chiou@gsa.gov>, Kenneth Evans - QF0B1D <kenneth.evans@gsa.gov>, Ibrahiim Kent - QF0B1FA <ibrahiim.kent@gsa.gov>, Hayden Shock - CSDE1 <hayden.shock@gsa.gov>, Niki McFarlin - 3PQFV <niki.mcfarlin@gsa.gov>, "Wendy Stoner (B)" <wendy.stoner@gsa.gov>, "Lisa Tittle (CPHA)" <lisa.tittle@gsa.gov>, Michael Smith - 8QZAA <michaelj.smith@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>, Mary Gibert - AK <mary.gibert@gsa.gov>, Javonne Robinson - 6P1SB <javonne.robinson@gsa.gov>, Jeff Lau - 2Q <jeffrey.lau@gsa.gov>, Melissa Carrion - H2B <melissa.carrion@gsa.gov>, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, Courtney Rodgers - QM0A <courtney.rodgers@gsa.gov>, Jessica Whatley - QF0BA <jessica.whatley@gsa.gov>, Aileen McGraw - QUC <aileen.mcgraw@gsa.gov>, Darlene Smith - CSA <darlene.smith@gsa.gov>, Evan Farley - BA <evan.farley@gsa.gov>, James Tranovich - QUEAAA <james.tranovich@gsa.gov>, Jacqueline Webster - 5P2RI <jacqueline.webster@gsa.gov>, Cheryl Newland - 4PP1 <cheryl.newland@gsa.gov>, Renee Bishop-Sledge - 9Q1B <renee.bishop-sledge@gsa.gov>, Robert Jolly - QUEBB <robert.jolly@gsa.gov>, Colin Correa - CSDA <colin.correa@gsa.gov>, Monica Hedgspeth - QT3CJAC <monica.hedgspeth@gsa.gov>, Dominic Sale - QS1 <dominic.sale@gsa.gov>, Lance Feiner - PR <lance.feiner@gsa.gov>, Austin Hernandez - QUEACA <austin.hernandez@gsa.gov>, Breanna Ackley - PRAA <breanna.ackley@gsa.gov>, Thomas Meiron - QC0C <thomas.meiron@gsa.gov>, Amanda Osborn - ZM <amanda.osborn@gsa.gov>, John Cooke - 5P <john.cooke@gsa.gov>, Giancarlo Brizzi - 7P <giancarlo.brizzi@gsa.gov>, Julia Elman - QQ2 <julia.elman@gsa.gov>, Briani Bell - ZCC <briani.bell@gsa.gov>, Kiva Simmons-Lee - 6PTB <kiva.simmons-lee@gsa.gov>, Edgar Delgado - PRAA <edgar.delgado@gsa.gov>, CRISTIAN OLIVA - CR1R <cristian.oliva@gsa.gov>, Brian Block - BB <brian.block@gsa.gov>, Andrea Washington - IDTRE <andrea.washington@gsa.gov>, Beth MacRae - QF0C <beth.macrae@gsa.gov>, Rickey Parker - WQSCA <rick.parker@gsa.gov>, Nydia Roman-Albertorio - QF0B1ED <nydia.roman-albertorio@gsa.gov>, Jessyka Castillo - QQ1 <jessyka.castillo@gsa.gov>, David Coscia - H1P <david.coscia@gsa.gov>, Aviva Oskow - QUEACA <aviva.oskow@gsa.gov>, Loaela Hammons - PTB <loaela.hammons@gsa.gov>, Lalitha Jonnalagadda - QUEABB <lalitha.jonnalagadda@gsa.gov>, BRETT DIAZ - CR1R <brett.diaz@gsa.gov>, Ling Xu - PB <ling.xu@gsa.gov>, Chris Hamm - QF0B <chris.hamm@gsa.gov>, Robert Riddle - WPXWB <robert.riddle@gsa.gov>, Adrienne Terry - 7P1 <adrienne.beasley@gsa.gov>, Alexandra Porter - QUBA <alexandra.porter@gsa.gov>

You have been invited to the following event.

SAVE THE DATE: NRC/DEIA Recruitment Partnering Meeting

When Tue May 4, 2021 2pm – 3pm Eastern Time - New York

[more details »](#)

Joining info Join with Google Meet
meet.google.com/hsx-dztu-xub

Join by phone
 (US) [+1 505-738-1088](tel:+15057381088) (PIN: 813339313)

[More joining options](#)

Calendar katy.kale@gsa.gov

Who

- scot.koehler@gsa.gov - organizer
- Paul Ruiz - QMDZ4FOB
- Brandy Kovacic - QM0A
- Jennifer Kara - QF0B1GB
- Tobi Slaughter - WPB
- Kim Brown - 5Q
- Amme Willis - 5P1CC
- Amanda Foster - 5QZAE
- Merrick Krause - CS
- Pamela Martinez - 2Q1C
- Jacky Chang - A
- Jennifer Mollenshott - 7P1
- Alan Brouillette - QUE
- John Bagwell - 4PXGA
- Aluanda Drain - AK
- Karen Sklencar - CPEA
- Price Wootton - CDDI
- Tanya Burks - 8PSMF
- James Foster - H2CC
- Nikki Lee - QUEBB
- Lillian Ferrer - 5P1
- Amy Chiou
- Kenneth Evans - QF0B1D
- Ibrahiim Kent - QF0B1FA
- Hayden Shock - CSDE1
- Niki McFarlin - 3PQFV
- Wendy Stoner (B)
- Lisa Tittle (CPHA)
- Michael Smith - 8QZAA
- Traci DiMartini - C
- Mary Gibert - AK
- Javonne Robinson - 6P1SB
- Jeff Lau - 2Q
- Melissa Carrion - H2B
- Kevin Franken - 9QSCA
- Courtney Rodgers - QM0A
- Jessica Whatley - QF0BA
- Aileen McGraw - QUC
- Darlene Smith - CSA
- Evan Farley - BA

- James Iranovich - QUEAAA
- Jacqueline Webster - 5P2RI
- Cheryl Newland - 4PP1
- Renee Bishop-Sledge - 9Q1B
- Robert Jolly - QUEBB
- Colin Correa - CSDA
- Monica Hedgspeth - QT3CJAC
- Dominic Sale - QS1
- Lance Feiner - PR
- Austin Hernandez - QUEACA
- Breanna Ackley - PRAA
- Thomas Meiron - QC0C
- Amanda Osborn - ZM
- John Cooke - 5P
- Giancarlo Brizzi - 7P
- Julia Elman - QQ2
- Briani Bell - ZCC
- katy.kale@gsa.gov
- Kiva Simmons-Lee - 6PTB
- Edgar Delgado - PRAA
- CRISTIAN OLIVA - CR1R
- Brian Block - BB
- Andrea Washington - IDTRE
- Beth MacRae - QF0C
- Rickey Parker - WQSCA
- Nydia Roman-Albertorio - QF0B1ED
- Jessyka Castillo - QQ1
- David Coscia - H1P
- Aviva Oskow - QUEACA
- Loaela Hammons - PTB
- Lalitha Jonnalagadda - QUEABB
- BRETT DIAZ - CR1R
- Ling Xu - PB
- Chris Hamm - QF0B
- Robert Riddle - WPXWB
- Adrienne Terry - 7P1
- Alexandra Porter - QUBA

Going (katy.kale@gsa.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account katy.kale@gsa.gov because you are subscribed for invitations on calendar katy.kale@gsa.gov.

To stop receiving these emails, please log in to <https://calendar.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

► scot.koehler@gsa.gov has invited you to SAVE THE DATE: NRC/DEIA Recruitment Partnering Meeting

— Attachments:

invite.ics

12.8 KB

Subject: Re: SAVE THE DATE: NRC/DEIA Recruitment Partnering Meeting

From: Andrea Washington - IDTRE <andrea.washington@gsa.gov>

Date: 4/27/2021, 9:28 AM

To: scot.koehler@gsa.gov

CC: adrienne.beasley@gsa.gov, aileen.mcgraw@gsa.gov, alan.brouillette@gsa.gov, alexandra.porter@gsa.gov, aluanda.drain@gsa.gov, amanda.foster@gsa.gov, amanda.osborn@gsa.gov, Amme Willis - 5P1CC <amme.willis@gsa.gov>, amy.chiou@gsa.gov, austin.hernandez@gsa.gov, aviva.oskow@gsa.gov, beth.macrae@gsa.gov, brandy.kovacik@gsa.gov, breanna.ackley@gsa.gov, brett.diaz@gsa.gov, brian.block@gsa.gov, briani.bell@gsa.gov, cheryl.newland@gsa.gov, chris.hamm@gsa.gov, Colin Correa - CSDA <colin.correa@gsa.gov>, courtney.rogers@gsa.gov, cristian.oliva@gsa.gov, darlene.smith@gsa.gov, david.coscia@gsa.gov, dominic.sale@gsa.gov, edgar.delgado@gsa.gov, evan.farley@gsa.gov, giancarlo.brizzi@gsa.gov, hayden.shock@gsa.gov, ibrahiim.kent@gsa.gov, jacky.chang@gsa.gov, jacqueline.webster@gsa.gov, james.foster@gsa.gov, james.tranovich@gsa.gov, james.wootton@gsa.gov, javonne.robinson@gsa.gov, jeffrey.lau@gsa.gov, jennifer.kara@gsa.gov, jennifer.mollenshott@gsa.gov, jessica.whatley@gsa.gov, jessyka.castillo@gsa.gov, john.bagwell@gsa.gov, john.cooke@gsa.gov, Julia Elman - QQ2 <julia.elman@gsa.gov>, karen.sklencar@gsa.gov, katy.kale@gsa.gov, kenneth.evans@gsa.gov, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, kim.brown@gsa.gov, kiva.simmons-lee@gsa.gov, lalitha.jonnalagadda@gsa.gov, lance.feiner@gsa.gov, lilly.ferrer@gsa.gov, ling.xu@gsa.gov, lisa.tittle@gsa.gov, loaela.hammons@gsa.gov, mary.gibert@gsa.gov, melissa.carrion@gsa.gov, merrick.krause@gsa.gov, michaelj.smith@gsa.gov, monica.hedgspeth@gsa.gov, nicoleb.lee@gsa.gov, niki.mcfarlin@gsa.gov, nydia.roman-albertorio@gsa.gov, pamela.martinez@gsa.gov, paul.ruiz@gsa.gov, renee.bishop-sledge@gsa.gov, rick.parker@gsa.gov, robert.jolly@gsa.gov, Robert Riddle - WPXWB <robert.riddle@gsa.gov>, tanya.burks@gsa.gov, thomas.meiron@gsa.gov, tobi.slaughter@gsa.gov, traci.dimartini@gsa.gov, wendy.stoner@gsa.gov

I will be attending the meeting.

On Tue, Apr 27, 2021 at 6:28 AM <scot.koehler@gsa.gov> wrote:

ALL,

This calendar invite replaces the original. Google hangouts has been added. Please accept and plan on attending the meeting via this calendar invite. The other will be removed.

SAVE THE DATE: NRC/DEIA Recruitment Partnering Meeting

When Tue May 4, 2021 13:00 – 14:00 Central Time - Chicago

Joining info Join with Google Meet
meet.google.com/hsx-dztu-xub

Join by phone
 (US) [+1 505-738-1088](tel:+15057381088) (PIN: 813339313)

[More joining options](#)

Who

- scot.koehler@gsa.gov - organizer
- Paul Ruiz - QMDZ4FOB
- Brandy Kovacic - QM0A
- Jennifer Kara - QF0B1GB
- Tobi Slaughter - WPB
- Kim Brown - 5Q
- Amme Willis - 5P1CC
- Amanda Foster - 5QZAE
- Merrick Krause - CS
- Pamela Martinez - 2Q1C
- Jacky Chang - A
- Jennifer Mollenshott - 7P1
- Alan Brouillette - QUE
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- Jessica Whatley - QF0BA
- Aileen McGraw - QUC
- Darlene Smith - CSA
- Evan Farley - BA
- James Tranovich - QUEAAA
- Jacqueline Webster - 5P2RI

- Jacqueline - 50010 - 50010
- Cheryl Newland - 4PP1
- Renee Bishop-Sledge - 9Q1B
- Robert Jolly - QUEBB
- Colin Correa - CSDA
- Monica Hedgspeth - QT3CJAC
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- Amanda Osborn - ZM
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- Julia Elman - QQ2
- Briani Bell - ZCC
- Katy Kale
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- BRETT DIAZ - CR1R
- Ling Xu - PB
- Chris Hamm - QF0B
- Robert Riddle - WPXWB
- Adrienne Terry - 7P1
- Alexandra Porter - QUBA

Subject: Fwd: Asian American Native Hawaiian Pacific Islander Heritage Month
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 5/3/2021, 2:44 PM
To: Amy Chiou <amy.chiou@gsa.gov>

----- Forwarded message -----

From: **Colin Correa - CSDA** <colin.correa@gsa.gov>
Date: Mon, May 3, 2021 at 2:08 PM
Subject: Re: Asian American Native Hawaiian Pacific Islander Heritage Month
To: Aluanda Drain - AK <aluanda.drain@gsa.gov>, <GSAAdministrator@notify.gsa.gov>, Katy Kale <katy.kale@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>

Good afternoon Administrator Kale,

Thank you for sending out the **Asian American and Native Hawaiian/Pacific Islander Heritage Month** message. However, I would caution against and strongly discourage the use of the term “Asian Pacific American”, as there is no such group of people who identifies as “Pacific Americans”. In his proclamation, President Biden actually split out the broad term of “Pacific Islander into “Native Hawaiian/Pacific Islander” this year in an effort to represent the Hawaiian culture as distinct from other Pacific Islander cultures in the Polynesian archipelago. As someone who identifies as an Asian American and a proud Native Hawaiian, I would prefer that the proper terminology be used.

Respectfully,

Colin S.K. Correa



U.S. General Services Administration

Colin S.K. Correa

President
GSA LGBT & Allies Employee Association

image.png

One World Trade Center, 55th Floor
New York, NY 10007
Office: (212) 264-8780
Mobile: (646) 385-0714
E-mail: colin.correa@gsa.gov
Pronouns: He, Him, His

On Mon, May 3, 2021 at 1:08 PM GSA Administrator <GSAAdministrator@notify.gsa.gov> wrote:

U.S. General Services Administration Banner Image
[GOV-Delivery Banner - katy kale](#)

Dear GSA,

Since 1990, the nation has recognized the month of May as [Asian Pacific American Heritage Month](#). May was selected to commemorate the immigration of the first Japanese to the United States on May 7, 1843 and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. Asian Pacific Americans have shaped American history and culture in many important ways.

On Friday, President Biden issued a Proclamation on Asian American and Native Hawaiian / Pacific Islander (AANHPI) Heritage Month. Today, there are 3 Asian American delegates, 18 Asian American members of Congress and 2 Asian American U.S. Senators. And, the Vice President of the United States is of South Asian descent. While we celebrate and honor the leadership and contributions of the AANHPI community, we also reflect on a difficult year of increasing violence and harassment towards Asian Americans. We must stand with AANHPI communities in condemning and preventing these acts of violence. Last month, the Senate passed a bill to combat hate crimes against Asian Americans, but there is much more work ahead for all of us.

I'm happy to share that GSA is forming an Asian Pacific American (APA) Affinity Group and will be kicking things off later this month. To get involved or learn more about the group, please email equity@gsa.gov. There will also be an agency-wide APA Heritage Month event at the end of the month to celebrate the contributions of Asian Pacific Americans. Look for more information in an upcoming edition of the GSA Today Newsletter.

Best,
Katy



This email was sent to colin.correa@gsa.gov on behalf of General Services Administration · [1800 F Street NW · Washington, DC 20405](#) · 866-606-8220

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U.S. General Services Administration

Colin S.K. Correa
Training Program Analyst
Talent Development Division
Office of Human Resources Management (OHRM)
One World Trade Center, 55th Floor

New York, NY 10007
Office: (212) 264-8780
Mobile: (646) 385-0714
E-mail: colin.correa@gsa.gov



Pronouns: He, Him, His
[Member Sign-Up Form](#)

"Fight for the things that you care about, but do it in a way that will lead others to join you."

— Justice Ruth Bader Ginsburg

Subject: Re: SESers leading Affinity groups
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 5/3/2021, 4:22 PM
To: Traci DiMartini - C <traci.dimartini@gsa.gov>

That makes sense! I do want to be a Champion for All!

On Mon, May 3, 2021 at 4:21 PM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:

there is no prohibition to you being a sponsor but you probably want to be a "Champion for All" so no one could perceive you playing favorites. I'll shoot the list you to you in a separate email.

BTW, you have an email in your box from Colin Correa. I already took care of it :)

On Mon, May 3, 2021 at 4:18 PM Katy Kale (she/her) <katy.kale@gsa.gov> wrote:

Can you let me know who the sponsors are - the new folks, but also the folks who have been doing this for a while?

Is it appropriate for me to be a sponsor - or not because I'm Administration/Deputy Administrator?

Thank you!!!!

--



U.S. General Services Administration

Katy Kale (she/her)
Acting Administrator
Deputy Administrator
1800 F Street, NW
Washington, DC 20405
E-mail: katy.kale@gsa.gov

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U.S. General Services Administration

Traci DiMartini
Chief Human Capital Officer
Office of Human Resources Management (OHRM)
1800 F Street NW
Washington, DC 20405
Phone: (202) 309-8148
Mobile: (b) (6)
E-mail: Traci.DiMartini@gsa.gov

Subject: Fwd: Flying the Pride Flag during Pride Month

From: Joanna Rosato - 3P <joanna.rosato@gsa.gov>

Date: 5/27/2021, 3:55 PM

To: Brett Prather <brett.prather@gsa.gov>

CC: Katy Kale <katy.kale@gsa.gov>, Nitin Shah <nitin.shah@gsa.gov>, David Frye - PB <david.frye@gsa.gov>, Sonny Hashmi - ID <Sonny.Hashmi@gsa.gov>, Karen Link - Q0A <karen.link@gsa.gov>, Andrew Heller - PM <andrew.heller@gsa.gov>

Following is the request made by a GSA employee through Tom Merion and Andrew Heller's response.



U.S. General Services Administration

Joanna Rosato, PMP

Regional Commissioner, Mid-Atlantic Region

Public Buildings Service

Work: 215-446-4640

Mobile: (b) (6)

joanna.rosato@gsa.gov

----- Forwarded message -----

From: Andrew Heller - PM <andrew.heller@gsa.gov>

Date: Thu, May 27, 2021 at 3:39 PM

Subject: Fwd: Flying the Pride Flag during Pride Month

To: Joanna Rosato - 3P <joanna.rosato@gsa.gov>

Here's the back and forth with Tom. Here's the pertinent language from our Flag policy and some additional considerations from me:

In accordance with section 17(d) of PBS's current Flag policy, the Pride and Transgender Flags can be flown with approval of the applicable PBS Regional Commissioner, for not more than 2 days, if they are not larger than the U.S. Flag and are flown beneath the U.S. Flag when flown on the same staff.

From an implementation perspective, PBS Regional Commissioners would likely (b) (5)

unlikely a PBS RC would (b) (5) For example, it is

Andrew Heller

Public Buildings Service
U.S. General Services Administration
(202) 501-0772

----- Forwarded message -----

From: **Thomas Meiron - 4Q** <thomas.meiron@gsa.gov>

Date: Thu, May 27, 2021 at 3:17 PM

Subject: Re: Flying the Pride Flag during Pride Month

To: Andrew Heller - PM <andrew.heller@gsa.gov>

Cc: Patrick Fee - PME <patrick.fee@gsa.gov>, Donna Dix (PGDC) <donna.dix@gsa.gov>

Good Afternoon Andrew,

I was working with the group to try and make this as seamless as possible. As such, they'll be submitting only a formal request from the organization to fly the pride flag over 1800F in conjunction with Katy's speech (so that she can reference in her remarks) at their main event on June 23rd. It's late in the game, but this would be a success on which they could build on in the future.

I exchanged a couple messages with Xavier Paschall, whom I believe is the building manager for 1800F. Xavier confirmed the size of the US flag flown on 1800F, and is expecting the formal request. The Board has asked me to submit that request on behalf of the board, which I will be doing later today.

I did not think PBS would entertain a request to procure or be able to acquire a Pride flag in time, so I purchased one and will FEDEX it up to 1800F after it arrives in Atlanta. In a nutshell, you may get some requests from individual members to fly a Pride flag over a GSA regional building, however the board of the ERG will be only "formally" requesting to fly the Pride Flag at 1800F on June 23rd, and 24th.

That being said, if PBS wants to move out on a larger scale, they wouldn't object to it and would be happy to partner in any way.

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

On Thu, May 27, 2021 at 1:11 PM Andrew Heller - PM <andrew.heller@gsa.gov> wrote:

Hi Tom,

We've been thinking about how this will need to be coordinated with Building Managers, so wanted to see if you know when the team is meeting with Katy? Also, do you know if the affinity group would supply the flags, or would PBS need to provide?

We'd be happy to get together with you and the team to talk through any coordination issues, if that would be helpful.

Thanks,
Andrew

Andrew Heller
Public Buildings Service
U.S. General Services Administration
(202) 501-0772

On Fri, May 21, 2021 at 10:43 AM Thomas Meiron - 4Q <thomas.meiron@gsa.gov> wrote:

Thank you very much Andrew. Would it be alright with you if I shared your response with the board of the directors of GSA's LGBT & Allies affinity group?

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

On Thu, May 20, 2021 at 4:29 PM Andrew Heller - PM <andrew.heller@gsa.gov> wrote:

Hi Tom,

We have reviewed the Flag policy and discussed with OGC, and think (b) (5)

In accordance with section 17(d) of PBS's current Flag policy, the Pride and Transgender Flags can be flown with approval of the applicable PBS Regional Commissioner, for not more than 2 days, if they are not larger than the U.S. Flag and are flown beneath the U.S. Flag when flown

on the same staff as the.

From an implementation perspective, PBS Regional Commissioners would likely (b) (5). For example, it is unlikely a PBS RC would (b) (5).

Please let us know if you have additional questions or need any additional support moving forward.

Thanks,
Andrew

Andrew Heller
Public Buildings Service
U.S. General Services Administration
(202) 501-0772

On Wed, May 19, 2021 at 9:27 AM Thomas Meiron - 4Q <thomas.meiron@gsa.gov> wrote:
Thanks much for looking into it. They are trying to have all their ducks in a row before meeting with Katy.

Best,

Tom

U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8035

On Tue, May 18, 2021 at 4:57 PM Andrew Heller - PM <andrew.heller@gsa.gov> wrote:
Hi Tom,

It is good to hear from you. Glad you're doing well, things are good here too.

I don't think (b) (5).

https://insite.gsa.gov/cdnstatic/insite/Flag_Policy_Final7_31_20.pdf

Pat, can your team please reach out to OGC, to determine what the best way would be to evaluate this request, and let us know what you find out?

Thanks,
Andrew

Andrew Heller
Public Buildings Service
U.S. General Services Administration
(202) 501-0772

On Tue, May 18, 2021 at 4:21 PM Thomas Meiron - 4Q <thomas.meiron@gsa.gov> wrote:
Hi Andrew,

Hope you're doing well. All is ok in Atlanta, I'm just looking forward to the day when I can emerge from my home office and go back into the building.

I'm sure you are aware that Traci DiMartini has asked for sponsors for the various affinity groups for our focus on DEIA. I am actually the executive sponsor for the GSA LGBT & Allies Affinity Group. Their board of directors and I have been working with Traci on programming for Pride Month, with Katy taking a prominent role. One question has been raised (please see forwarded email below) about the ability to and to whom to submit a request to fly a pride flag on a GSA building during pride month. I am pretty sure this falls under PBS' authority, and although I'm not an expert on the PBS organization, I thought it may fall under your span of control, or perhaps that you could inform me to whom I should engage to get an answer.

Thanks in advance for any guidance you can provide.

Best,

Tom

U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8035

----- Forwarded message -----

From: **Colin Correa - CSDA** <colin.correa@gsa.gov>

Date: Mon, May 17, 2021 at 5:24 PM

Subject: Flying the Pride Flag during Pride Month

To: Thomas Meiron - 4Q <thomas.meiron@gsa.gov>
Cc: Robert Riddle - WPXWB <robert.riddle@gsa.gov>, Amme Willis - 5P1CC
<amme.willis@gsa.gov>, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, Andrea
Washington - IDTRE <andrea.washington@gsa.gov>

Good evening Tom,

Could you find out for us what request or clearance process we would need to go through to fly the Pride Flag and the Transgender Flag during LGBT Pride Month in June.

The question was posed by the President of Pride in Federal Service, Anthony Musa, and I am afraid that I do not know whether the Pride Flag was ever flown at a GSA facility -- either a Regional Office Building or outside of a U.S. Courthouse. In conjunction with that, do you know if a Pride Flag has ever been "draped" in the interior (lobby) of a Federal Office Building?

Additionally, could you find out the specifications for a flag if one wanted to fly an alternative standard flanking either side of the United States flag.

If you could gather this information, I would appreciate it. I am wondering whether we could fly the Pride and Transgender flags to mark Pride Month this year.

Cordially,

Colin



U.S. General Services Administration

Colin S.K. Correa

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor

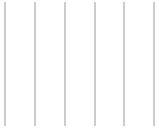
New York, NY 10007

Office: (212) 264-8780

Mobile: (646) 385-0714

E-mail: colin.correa@gsa.gov

Pronouns: He, Him, His



Subject: Fwd: 1800 F St flags

From: Joanna Rosato - 3P <joanna.rosato@gsa.gov>

Date: 5/28/2021, 11:07 AM

To: Brett Prather <brett.prather@gsa.gov>

CC: Katy Kale <katy.kale@gsa.gov>, Nitin Shah <nitin.shah@gsa.gov>, Sonny Hashmi - ID <Sonny.Hashmi@gsa.gov>, Andrew Heller - PM <andrew.heller@gsa.gov>, David Frye - PB <david.frye@gsa.gov>, Karen Link - QOA <karen.link@gsa.gov>, Allison Azevedo <allison.azevedo@gsa.gov>, Darren Blue - WP <darren.blue@gsa.gov>

Just keeping you in the loop based on your flag inquiry yesterday.

NCR/FM received a request to fly the Pride flag at 18th and F from the GSA LGBT & Allies Employee Affinity Group.

NCR is working through this.



U.S. General Services Administration

Joanna Rosato, PMP

Regional Commissioner, Mid-Atlantic Region

Public Buildings Service

Work: 215-446-4640

Mobile: (b) (6)

joanna.rosato@gsa.gov

----- Forwarded message -----

From: Shauna Carter - WPM1 <shauna.carter@gsa.gov>

Date: Fri, May 28, 2021 at 10:48 AM

Subject: Re: 1800 F St flags

To: Andrew Heller - PM <andrew.heller@gsa.gov>

Cc: Darren Blue - WP <darren.blue@gsa.gov>, Allison Azevedo - PD <allison.azevedo@gsa.gov>, David Frye - PB <david.frye@gsa.gov>, Joanna Rosato - 3P <joanna.rosato@gsa.gov>, Catherine Crow - LR <catherine.crow@gsa.gov>, David Leib - LR <david.leib@gsa.gov>

Good Morning Andrew,

Thank you for sharing. The team will work on the request for Darren's formal response.

--

Shauna M. Carter, FMP
Acting Director, Office of Facilities Management
U.S. General Services Administration
Public Buildings Service
National Capital Region
202-302-2140

On Fri, May 28, 2021 at 10:43 AM Andrew Heller - PM <andrew.heller@gsa.gov> wrote:
Sharing in case you haven't seen this request yet.

Thanks,
Andrew

Andrew Heller
Public Buildings Service
U.S. General Services Administration
(202) 501-0772

----- Forwarded message -----

From: **Thomas Meiron - 4Q** <thomas.meiron@gsa.gov>
Date: Fri, May 28, 2021 at 10:28 AM
Subject: Fwd: 1800 F St flags
To: Andrew Heller - PM <andrew.heller@gsa.gov>

Hi Andrew,

Sharing for information purposes only, in case some one reaches back to you or your staff.

Have an enjoyable holiday weekend!

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

----- Forwarded message -----

From: **Thomas Meiron - 4Q** <thomas.meiron@gsa.gov>

Date: Fri, May 28, 2021 at 10:27 AM

Subject: Re: 1800 F St flags

To: Xavier Paschall - WPM1C <xavier.paschall@gsa.gov>

Cc: Robert Riddle - WPXWB <robert.riddle@gsa.gov>, John McDaniel - WPM1C

<john.mcdaniel@gsa.gov>, Brian Quarles - WPM1C <brian.quarles@gsa.gov>, Daniel DiRito -

WPM1C <daniel.dirito@gsa.gov>, Colin Correa - CSDA <colin.correa@gsa.gov>

Good Morning Xavier,

The GSA LGBT & Allies Employee Affinity Group has requested that I submit the request on their behalf. Please consider this the formal request for you to fly a Pride Flag above the GSA Headquarters at 1800F Street, beginning Wednesday June 23, 2021 and ending on Thursday, June 24, 2021. These dates will coincide with the organization's pride events to include remarks by the Acting Administrator and keynote speaker. We have isolated a nylon flag of 4' x 6' dimensions. If you would please confirm the correct shipping address, I will send this to you (or your designee) via FEDEX next week.

I look forward to your favorable response and approval. Should you require any further information or need clarifications, do not hesitate to reach out to me directly at your earliest convenience.

Have a safe and enjoyable holiday weekend.

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

On Wed, May 26, 2021 at 11:42 AM Xavier Paschall - WPM1C <xavier.paschall@gsa.gov> wrote:
Good Morning Thomas,

Notification of your request has been sent to my leadership at Central Office and they will be waiting on your formal request.

All of the American flags at the HQ location are 6' x 10', are made out of nylon, and use size #2 grommets. The flag pole on the F St side of the building (7100 Wing, North), can accommodate

two flags. Please let me know if you have any other questions or concerns.

Thank You,
Xavier

On Tue, May 25, 2021 at 3:32 PM Thomas Meiron - 4Q <thomas.meiron@gsa.gov> wrote:
Good Afternoon Xavier,

I appreciate Robert connecting us. I am the executive sponsor to GSA's LGBT & Allies Employee Association. Their board of directors had asked my assistance in running to ground the process to seek and obtain approval to fly a Pride Flag at 1800F for two days next month. I exchanged messages with Andrew Heller who provided the guidance that such a request would merely need to be submitted to the building manager and the PBS RC would have the approval authority. I'm more than happy to share that email correspondence if you are interested.

Based upon Andrew's guidance, the Board of Directors will be submitting that request. However the pride flag can not be equal to or larger in dimension to the US flag flown at 1800F. Therefore I wanted to ask you to confirm the dimensions of the US Flag that is flown at 1800 F. Also if you can confirm the material (cotton, nylon, etc) and provide me the size of the grommets and used on that flag as well, that will help the Board of directors source the appropriate flag by size and composition. Following your response, I will counsel the board to craft and submit their request.

Thank you in advance for your assistance.

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

Subject: Re: LGBTQ+

From: "Andrea M. O'Neal - A (she/her)" <andrea.m.oneal@gsa.gov>

Date: 6/4/2021, 7:37 AM

To: Traci DiMartini - C <traci.dimartini@gsa.gov>

CC: Brett Prather <brett.prather@gsa.gov>, Amy Chiou <amy.chiou@gsa.gov>, Katy Kale <katy.kale@gsa.gov>, Aluanda Drain - AK <aluanda.drain@gsa.gov>

Excited and ready for the charge, Traci :)

And yes, agreed. I frequently hear of an urgent need to improve representation and intersectional inclusivity within the larger Pride movement and LGBTQ+ community groups.

U.S. General Services Administration

Andrea M. O'Neal
Senior Advisor to the Administrator
1800 F Street, NW
Washington, D.C. 20405
Mobile: (202) 297-9352
E-mail: andrea.m.oneal@gsa.gov

On Fri, Jun 4, 2021, 6:42 AM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:

(b) (5) I'd like to speak to Andrea before we (b) (5)

Andrea, we have a long list of exciting things for you to do:)

On Thu, Jun 3, 2021 at 6:52 PM Brett Prather <brett.prather@gsa.gov> wrote:

Thanks for sharing this Amy. It's a thoughtful response, and I'd be supportive of finding ways to

(b) (5)
- perhaps (b) (5)

Fwiw, the [President's proclamation](#) also included the full version of the term raised below - not saying that is sacrosanct, but speaking for myself I often try to use that as a barometer of where we should land on terminology/messaging across the Admin.

Thanks again.

Brett

On Wed, Jun 2, 2021 at 10:51 AM Amy Chiou <amy.chiou@gsa.gov> wrote:

FYSA



U.S. General Services Administration

Amy Chiou
Director of Public Engagement
(202) 257-1595

----- Forwarded message -----

From: **Colin Correa - CSDA** <colin.correa@gsa.gov>

Date: Wed, Jun 2, 2021 at 10:23 AM

Subject: Re: LGBTQ+

To: Amy Chiou <amy.chiou@gsa.gov>

Cc: Thomas Meiron - 4Q <thomas.meiron@gsa.gov>, Traci DiMartini - C
<traci.dimartini@gsa.gov>

Good morning Amy,

In review of Acting Administrator Kale's message for LGBT Pride Month, I would have to express my slight disappointment with the messaging on several levels. First, using the word "Queer" (actually written out in full instead of using "Q") is not acceptable to most people in the community. Although "queer" has become an umbrella term used by some sexual and gender minorities who do not identify as either heterosexual or cisgender and has been readopted by some younger people in the LGBTQ+ community to express their sexual or gender fluidity, it is generally not accepted by most people in the community due to its historical usage and the history of hurt surrounding the word.

The original usage of the word "queer" was "differing in some way from what is usual and normal: odd, strange, weird". It was oftentimes used as a taunting slur against members of the community, and it is for this reason that it is used sparingly by members of the community who fall under the Millennial/Gen Y, Gen X, Baby Boomers, and Traditionalist generational categories. The use of "queer" is akin to using the "N" word in the African American/Black community; people in the community may use it freely, but it is generally not accepted for others who are not in the community to use the word. It is for this reason that we use the acronym "LGBTQ+" or merely "LGBT+" to stand for the entire community. As you are aware, the alphabet soup can be written out far past "Q" to include intersexual and asexual/aromantic individuals (LGBTQIA). The acronym "LGBTQQIP2SAA" stands for "Lesbian, Gay, Bisexual, Transgender, Questioning, Queer, Intersex, Pansexual, Two Spirit, Androgenous, and Asexual. Sometimes, trying to be entirely inclusive of everyone in the community by calling out a particular letter isn't warranted. Longer acronyms, with some being almost twice as long as the

standard "LGBT", has prompted criticism for the length, and the implication that the acronym belongs to or represents an entire community is also controversial. Moreover, the terms *pansexual*, *omnisexual*, *fluid*, and *queer-identified* are regarded by some as falling under the umbrella term "bisexual" and are therefore considered part of the *bisexual* community. "Q", if not specifically called out can stand for either "Queer" or "Questioning", which is why it is generally left as fairly ambiguous.

In fact, from a historical standpoint, the original Lesbian and Gay Rights movement did not include the word "queer" (nor the terms "transgender" or "bisexual", for that matter), even though the civil rights movement for the entire community included people who identified as such as well as those of other sexual orientations and gender identities. For instance, Sylvia Rivera and Marsha P. Johnson both identified as "transgender" and were instrumental in the Lesbian and Gay Rights movement following the Stonewall Riots in the summer of 1969. The "umbrella term" at the time was "Lesbian and Gay" to include all members of the LGBTQ+ community.



Secondly, even though Administrator Kale's message included some of the present historical context of advancements for LGBT Civil Rights such as President Biden's Executive Order 13988 and the Supreme Court's decision regarding *Bostock v. Clayton County*, it fell short of mentioning such groundbreaking legislation as the introduction of the **Equality Act** (H.R.5.) by the 117th Congress, which was introduced on February 18, 2021 and passed the House of Representatives on February 25, 2021. If the bill were to pass the Senate, it would ensure the following:

- Prohibit discrimination based on sex, sexual orientation, and gender identity in areas including public accommodations and facilities, education, federal funding,

employment, housing, credit, and the jury system. Specifically, the bill defines and includes "sex, sexual orientation, and gender identity" among the prohibited categories of discrimination or segregation.

- The bill expands the definition of "public accommodations" to include places or establishments that provide (1) exhibitions, recreation, exercise, amusement, gatherings, or displays; (2) goods, services, or programs; and (3) transportation services.
- The bill allows the Department of Justice to intervene in equal protection actions in Federal Court on account of sexual orientation or gender identity.
- The bill prohibits an individual from being denied access to a shared facility, including a restroom, a locker room, and a dressing room, that is in accordance with the individual's gender identity.

Although great strides have been made by the Biden Administration to right social injustices, there is still much more to be done to make the United States of America a truly just and equitable place to live for all people.

An accompanying [Fact Sheet for demonstrating the Biden-Harris Administration's commitment to Championing LGBTQ+ Equality and marking the start of Pride Month](#) was also released yesterday in advance of and in conjunction with the [Presidential Proclamation on Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month 2021](#).

Lastly, the Acting Administrator's Pride Month Message was eclipsed by the announcement that Andrea M. O'Neal would be joining the Executive Team as Senior Advisor for Equity. Although, Ms. O'Neal would be purportedly championing the agency's DEIA efforts, which includes equity, visibility, and inclusion for the LGBT+ community, it seemed slightly inappropriate to use the Pride Month Message as a vehicle for this type of announcement.

In accordance with the terms of our [Charter](#), the GSA LGBT & Allies Employee Association would like to work closer with you and the Office of the Administrator in the future for all messages affecting the LGBT+ community in the agency.

We will be discussing the use of the term "queer" in the [LGBTQ+ Generational Panel Discussion](#) this afternoon at 2:00 p.m. EDT. You may listen to the conversation by calling in at (402) 543-0202 and entering PIN: 531 872 878#.

Cordially,

Colin



U.S. General Services Administration

Colin S.K. Correa

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor

New York, NY 10007

Office: (212) 264-8780

Mobile: (646) 385-0714

E-mail: colin.correa@gsa.gov

Pronouns: He, Him, His

On Tue, Jun 1, 2021 at 5:39 PM Amy Chiou <amy.chiou@gsa.gov> wrote:

Colin and Thomas,

I noticed in the draft email you sent that you use LGBT or LGBT+ and I wanted to share with you President Biden's proclamation on [Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month](#) or LGBTQ+ Pride Month.

I know that as our collective understanding of identity evolves and expands things change rapidly and it's on all of us to help each other out. I will ask my communications colleagues to update this wherever they spot it.

Please let me know if there's anything else I can do to help update our language to be more inclusive.

Thank you,
Amy



U.S. General Services Administration

Amy Chiou

Director of Public Engagement

(202) 257-1595

--



U.S. General Services Administration

Traci DiMartini

Chief Human Capital Officer
Office of Human Resources Management (OHRM)
1800 F Street NW
Washington, DC 20405
Phone: (202) 309-8148
Mobile: (b) (6)
E-mail: Traci.DiMartini@gsa.gov

Subject: Re: LGBTQ+

From: "Andrea M. O'Neal - A (she/her)" <andrea.m.oneal@gsa.gov>

Date: 6/3/2021, 7:21 PM

To: Brett Prather <brett.prather@gsa.gov>

CC: Amy Chiou <amy.chiou@gsa.gov>, Katy Kale <katy.kale@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>

Thanks, Amy and Brett.

I appreciate the comprehensive response and generally support affected community members having eyes on the process for a gut/quality check.

With any subject matter that is extremely personal and nuanced - particularly involving historically marginalized communities -- the extra care with specificity and context is essential.

(b) (5)
My umbrella goal with this Equity work is for the GSA to earn the trust of employees to intrinsically know their interests are represented as proxy even if they aren't at the decision table (e.g. culture of inclusion); and also to acknowledge / heighten visibility of the experience of marginalized groups -- even within larger special emphasis and affinity communities (e.g. LGBTQ+ people of color helped found the Pride movement with their activism at Stonewall)

As long as we're acting in good faith (which this Pride comms did) we are on the right path.

Onward! - AO

On Thu, Jun 3, 2021, 6:52 PM Brett Prather <brett.prather@gsa.gov> wrote:

Thanks for sharing this Amy. It's a thoughtful response, and I'd be supportive of (b) (5)

perhaps (b) (5)

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Thanks again.

Brett

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FYSA



Amy Chiou
 Director of Public Engagement
 (202) 257-1595

----- Forwarded message -----

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Cordially,

Colin



U.S. General Services Administration

Colin S.K. Correa

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor
New York, NY 10007
Office: (212) 264-8780
Mobile: (646) 385-0714
E-mail: colin.correa@gsa.gov
Pronouns: He, Him, His

On Tue, Jun 1, 2021 at 5:39 PM Amy Chiou <amy.chiou@gsa.gov> wrote:

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I know that as our collective understanding of identity evolves and expands things change rapidly and it's on all of us to help each other out. I will ask my communications colleagues to update this wherever they spot it.

Please let me know if there's anything else I can do to help update our language to be more inclusive.

Thank you,
Amy



U.S. General Services Administration

Amy Chiou
Director of Public Engagement
(202) 257-1595

Subject: Re: Pride Month invitation

From: "Katy Kale (she/her)" <katy.kale@gsa.gov>

Date: 6/7/2021, 8:59 AM

To: Thomas Meiron - 4Q <thomas.meiron@gsa.gov>

CC: Monique Catlett - C <monique.catlett@gsa.gov>, Amy Chiou <amy.chiou@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>, Colin Correa - CSDA <colin.correa@gsa.gov>

Thank you Thomas. It would be my pleasure to speak at the event and introduce Dave.

I am looking forward to it.

Best,
Katy

On Fri, Jun 4, 2021 at 2:51 PM Thomas Meiron - 4Q <thomas.meiron@gsa.gov> wrote:

Good Afternoon Katy,

On behalf of the GSA LGBT & Allies Employee Association I would like to thank you for your assistance in helping us secure Dave Noble as the keynote speaker for Pride Month. As their Executive Sponsor, it is also my distinct pleasure to invite you to provide comments and introduce Dave during the keynote event. This will be the culmination of six planned events designed to celebrate Pride at GSA. The event is scheduled for Wednesday June 23rd from 1pm ET, and is being designed to be streamed live as well as recorded for viewing by those unable to attend.

A completed read ahead will be forthcoming soon. However I thought it best to submit this request as early as possible to secure the time on your calendar. We look forward to your participation, schedule permitting.

Best,

Tom



U.S. General Services Administration

Thomas D. Meiron (he/him)
Regional Commissioner
Southeast Sunbelt Region
Federal Acquisition Service (FAS)
(202) 420-8039

Subject: Invitation: Presenters - GSA LGBT+ Pride Big Event @ Wed Jun 23, 2021 1pm - 2pm (EDT)

(katy.kale@gsa.gov)

From: Thomas Meiron - 4Q <thomas.meiron@gsa.gov>

Date: 6/17/2021, 2:54 PM

To: katy.kale@gsa.gov, amme.willis@gsa.gov, colin.correa@gsa.gov, traci.dimartini@gsa.gov, lpledger@peacecorps.gov, ilindqvist@peacecorps.gov, amy.chiou@gsa.gov, dnoble@peacecorps.gov, monique.catlett@gsa.gov, lmacdougall@peacecorps.gov

You have been invited to the following event.

Presenters - GSA LGBT+ Pride Big Event

When Wed Jun 23, 2021 1pm – 2pm Eastern Time - New York

[more details »](#)

Joining info Join with Google Meet
meet.google.com/dfb-ovsv-sty

Join by phone
(US) [+1 484-381-0754](tel:+14843810754) (PIN: 228944928)

[More joining options](#)

Calendar katy.kale@gsa.gov

Who

- amme.willis@gsa.gov - organizer
- thomas.meiron@gsa.gov
- colin.correa@gsa.gov
- traci.dimartini@gsa.gov
- lpledger@peacecorps.gov
- ilindqvist@peacecorps.gov
- amy.chiou@gsa.gov
- dnoble@peacecorps.gov
- monique.catlett@gsa.gov
- katy.kale@gsa.gov
- lmacdougall@peacecorps.gov

Going (katy.kale@gsa.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account katy.kale@gsa.gov because you are subscribed for invitations on calendar katy.kale@gsa.gov.

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► amme.willis@gsa.gov has invited you to Presenters - GSA LGBT+ Pride Big Event

— Attachments: —

invite.ics

2.9 KB

Subject: Updated invitation with note: Presenters - GSA LGBT+ Pride Big Event @ Wed Jun 23, 2021

12:45pm - 2pm (EDT) (katy.kale@gsa.gov)

From: Amme Willis - 5P1CC <amme.willis@gsa.gov>

Date: 6/22/2021, 11:40 AM

To: katy.kale@gsa.gov, thomas.meiron@gsa.gov, colin.correa@gsa.gov, traci.dimartini@gsa.gov, lpledger@peacecorps.gov, ilindqvist@peacecorps.gov, amy.chiou@gsa.gov, dnoble@peacecorps.gov, monique.catlett@gsa.gov, andrea.m.oneal@gsa.gov, jacky.chang@gsa.gov, lmacdougall@peacecorps.gov

This event has been changed with this note:

"Changed to 15 mins before the live stream"

Presenters - GSA LGBT+ Pride Big Event

When **Changed:** Wed Jun 23, 2021 12:45pm – 2pm Eastern Time - New York

[more details »](#)

Joining info Join with Google Meet

meet.google.com/dfb-ovsv-sty

Join by phone

(US) [+1 484-381-0754](tel:+14843810754) (PIN: 228944928)

[More joining options](#)

Calendar katy.kale@gsa.gov

Who

- amme.willis@gsa.gov - organizer
- thomas.meiron@gsa.gov
- colin.correa@gsa.gov
- traci.dimartini@gsa.gov
- lpledger@peacecorps.gov
- ilindqvist@peacecorps.gov
- amy.chiou@gsa.gov
- dnoble@peacecorps.gov
- monique.catlett@gsa.gov
- katy.kale@gsa.gov
- andrea.m.oneal@gsa.gov
- jacky.chang@gsa.gov
- lmacdougall@peacecorps.gov

Going (katy.kale@gsa.gov)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

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► amme.willis@gsa.gov has invited you to Presenters - GSA LGBT+ Pride Big Event

— Attachments:

invite.ics	3.2 KB
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Subject: DRAFT KAK Remarks... - @katy.kale@gsa.gov Colin raised an is...

From: "Amy Chiou (Google Docs)" <comments-noreply@docs.google.com>

Date: 6/22/2021, 2:02 PM

To: katy.kale@gsa.gov

Amy Chiou mentioned you in a comment in the following document



DRAFT KAK Remarks Pride Month Event 062321

LGBTQ+



Amy Chiou **New**

@katy.kale@gsa.gov Colin raised an issue about including "Q" in the Pride Month internal note however LGBTQ+ is what the White House uses.

[Open](#)

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because you are mentioned in this thread. [Change what Google Docs sends you](#). You can reply to this email to reply to the discussion.



Subject: Fwd: Thank you for your time and for making the Pride Month Program a success!
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 6/24/2021, 10:37 AM
To: Traci DiMartini - C <traci.dimartini@gsa.gov>

forwarding a nice nite...

----- Forwarded message -----

From: **Colin Correa - CSDA** <colin.correa@gsa.gov>
Date: Wed, Jun 23, 2021 at 2:55 PM
Subject: Thank you for your time and for making the Pride Month Program a success!
To: Katy Kale <katy.kale@gsa.gov>
Cc: Thomas Meiron - 4Q <thomas.meiron@gsa.gov>

Dear Administrator Kale,

Thank you for taking the time out of your busy schedule this afternoon to participate in the Pride Month Program and for making the session an absolute success! I also would like to thank you for all of the support that you and your team provided in preparation of and leading up to the program.

Your acknowledgment of Dr. Frank Kameny and his activism deeply touched me. I also was touched by your remembrance of those who lost their lives in the Pulse Nightclub tragedy. I remember going to the Pride March that year and seeing all of the young people's photos on a fence in the West Village and just weeping. No one deserves to perish because of who they are or who they love.

I am certain that you, Dave Noble, and Andrea O'Neal inspired the audience members on so many different levels. The Special Emphasis Month programs personally inspire me to be a better Federal Employee and a better person in my pursuits outside of work. However, in attending these programs, I am also reminded that there is so much more that can be done to bring social justice to all groups across the spectrum from African Americans to the Asian American and Native Hawaiian/Pacific Islander community to Hispanics and Latino Americans to those with disabilities, Native Americans, and others groups who have been marginalized throughout the history of the United States.

Lastly, I would like to say that without your support and your personal contact with Mr. Noble, the program could not have happened, so I thank you again for your whole-hearted participation and for being an inspiring leader of the U.S. General Services Administration!

Best regards,

Colin, Tom, and the Board of Directors of the GSA LGBT & Allies Employee Association



U.S. General Services Administration

Colin S.K. Correa

He/Him/His

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor
New York, NY 10007

Office: (212) 264-8780

Mobile: (646) 385-0714

E-mail: colin.correa@gsa.gov

Subject: Re: Thank you for your time and for making the Pride Month Program a success!
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 6/25/2021, 4:39 PM
To: Colin Correa - CSDA <colin.correa@gsa.gov>

Hi Colin,

I am starting to wrap up for the week, but wanted to be sure I thanked you for the kind note. It was a great event and I was proud to be a part of it.

I hope you have a wonderful weekend.

Best,
Katy

On Wed, Jun 23, 2021 at 2:55 PM Colin Correa - CSDA <colin.correa@gsa.gov> wrote:

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U.S. General Services Administration

Colin S.K. Correa

He/Him/His

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor

New York, NY 10007

Office: (212) 264-8780

Mobile: (646) 385-0714

E-mail: colin.correa@gsa.gov

Subject: Fwd: flag raisings amplification

From: "Nathan Osburn (he/him)" <nathan.osburn@gsa.gov>

Date: 5/26/2022, 3:51 PM

To: Katy Kale <katy.kale@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>

Fysa

----- Forwarded message -----

From: **Keyva Clark - ZM** <keyva.clark@gsa.gov>

Date: Tue, May 24, 2022 at 4:53 PM

Subject: Re: flag raisings amplification

To: Michael Browning - ZMA <michael.browning@gsa.gov>, Christina Wilkes - ZMM <christina.wilkes@gsa.gov>

CC: Donna Garland - ZC <donna.garland@gsa.gov>, Nathan Osburn (he/him) <nathan.osburn@gsa.gov>, Alison Kohler - ZC2 <alison.kohler@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>, Andrea Washington - IDTRE <andrea.washington@gsa.gov>, Andy Harris - IDTRD <andrew.harris@gsa.gov>, Anthony Surles Surles - 5QZAB <anthony.surles@gsa.gov>, Casandra Loggins-Mitchell - CSE <casandra.loggins-mitchell@gsa.gov>, Casey Walsh - QT2F1EA <casey.walsh@gsa.gov>, Chris Wisner - PT <chris.wisner@gsa.gov>, Cindy Andersen - 8PQB <cindy.andersen@gsa.gov>, Colin Correa - CSDE <colin.correa@gsa.gov>, Eva Stoner - 5P1NBA <eva.stoner@gsa.gov>, Fiona Martin-Vargo - H2CA <fiona.martin-vargo@gsa.gov>, Maria Hannah Luketina - 2PQA <hannah.luketina@gsa.gov>, Jennifer Enyart - 5P1 <jennifer.enyart@gsa.gov>, John Brown - 2P <john.brown@gsa.gov>, Kelly Morrison - 1PPA <kelly.morrison@gsa.gov>, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, Ky Nguyen-Zubroski - PMAB <ky-giao.nguyen-zubroski@gsa.gov>, Laurie Fox - 8PTCA <laurie.fox@gsa.gov>, Lisa Sharp - 9PM <lisa.sharp@gsa.gov>, Maria Filios - QT3CJB <maria.flios@gsa.gov>, Monique Curaj - 2PQB <monique.curaj@gsa.gov>, Nick Hartigan - WPD1E <nick.hartigan@gsa.gov>, Niki McFarlin - 3PQFV <niki.mcfarlin@gsa.gov>, Nina Wirth - BGF <nina.wirth@gsa.gov>, PJ Brennan - PRAB <pj.brennan@gsa.gov>, Robert Riddle - WPXHA <robert.riddle@gsa.gov>, Bob Thornton - 9PMF <robert.thornton@gsa.gov>, Rudolf Agnite - BR1F <rudolf.agnite@gsa.gov>, Ryan Mathews - 3QSB <ryan.mathews@gsa.gov>, Sarah Ciccariello - 3QFAB <sarah.ciccariello@gsa.gov>, Steven Mauser - BGF <steven.mauser@gsa.gov>, Thomas Meiron - 4Q <thomas.meiron@gsa.gov>

[+Christina Wilkes - ZMM](#) [+Christina Wilkes - ZMM](#) for viz.

On Tue, May 24, 2022 at 2:20 PM Michael Browning - ZMA <michael.browning@gsa.gov> wrote:
Good Afternoon –

For those of you that are raising a flag at your facility, please share any photos you take [HERE](#).

Thank you!

R/s, S/f,
Michael

On Wed, May 18, 2022 at 10:27 AM Keyva Clark - ZM <keyva.clark@gsa.gov> wrote:
https://docs.google.com/spreadsheets/d/1fDO7uuGIHlr_dMfMvhVS0glzQ7X7zURg0V8h5tiNtTI/edit#gid=0

On Wed, May 18, 2022 at 10:23 AM Donna Garland - ZC <donna.garland@gsa.gov> wrote:
Thanks for connecting us, Nate.

Is there a listing of where we know flags will be raised?



U.S. General Services Administration

Donna Garland

Deputy Associate Administrator,
Communication
Office of Strategic Communication
202-403-7336

On Wed, May 18, 2022 at 10:03 AM Nathan Osburn (he/him) <nathan.osburn@gsa.gov> wrote:

Hi Pride planning folks - Thanks to any/all of you who are helping with the flag raisings.
Please loop in [@Michael Browning - ZMA](#) who manages our flagship social media accounts
on any pictures/captions. I'm also looping [@Donna Garland - ZC](#) on this note.
Thanks!
Nate

--



U.S. General Services Administration

Nathan Osburn (he/him)

Speechwriter
(202) 718-7148

--



U.S. General Services Administration

Keyva Clark

Director of Public Engagement
[1800 F Street NW](#)
[Washington, DC 20405](#)
Phone: (202) 856-8087

Email: keyva.clark@gsa.gov

--



U.S. General Services Administration

Keyva Clark

Director of Public Engagement

[1800 F Street NW](#)

[Washington, DC 20405](#)

Phone: (202) 856-8087

Email: keyva.clark@gsa.gov

--



U.S. General Services Administration

Nathan Osburn (he/him)

Speechwriter

(202) 718-7148

Subject: Re: Allyship panel slides for review
From: "Katy Kale (she/her)" <katy.kale@gsa.gov>
Date: 5/31/2022, 11:18 AM
To: "Nathan Osburn (he/him)" <nathan.osburn@gsa.gov>

Thanks Nate,
I am happy to help in any way I can. I'd love to be part of any Pride events this month - if/when it makes sense.

On Tue, May 31, 2022 at 11:08 AM Nathan Osburn (he/him) <nathan.osburn@gsa.gov> wrote:
per your comment about being interested in the allyship session.

----- Forwarded message -----

From: **Alison Kohler - ZC2 (she/her)** <alison.kohler@gsa.gov>
Date: Tue, May 31, 2022 at 11:03 AM
Subject: Re: Allyship panel slides for review
To: Miranda Webster - WPX <miranda.webster@gsa.gov>
Cc: Cindy Andersen - 8PQB <cindy.andersen@gsa.gov>, Colin Correa - CSDE <colin.correa@gsa.gov>, Ky Nguyen-Zubroski - PMAB <ky.nguyen@gsa.gov>, Maria Filios - QT3CJB <maria.filios@gsa.gov>, Monique Curaj - 2PQB <monique.curaj@gsa.gov>, Nathan Osburn - ZM <nathan.osburn@gsa.gov>, Nina Wirth - BGF <nina.wirth@gsa.gov>

Hi everyone,

I can take the "taking next steps" portion. We still need a presenter for "what it means to be an ally" (just one slide right now), and we need a few more panel members to take a stab at responding to questions from the attendees.

Thanks,
Alison



U.S. General Services Administration

Alison Kohler
She/her/hers
Digital Communication Program Management Office
Office of Strategic Communication
C: (b) (6) | alison.kohler@gsa.gov

On Wed, May 25, 2022 at 2:30 PM Miranda Webster - WPX <miranda.webster@gsa.gov> wrote:
I am happy to go where needed but I would prefer the panel, if possible. I am an ally, LGBTQ+, and the parent of an LGBTQ+ young adult.



U.S. General Services Administration

Miranda Webster

Office of Portfolio Management & Real Estate

U.S. General Services Administration

Public Buildings Service | National Capital Region

202.215.7519 | miranda.webster@gsa.gov

On Wed, May 25, 2022 at 3:16 PM Cindy Andersen - 8PQB <cindy.andersen@gsa.gov> wrote:

Thanks for putting this presentation together, Alison! I'm encouraged to know that Donna Garland has agreed to be the moderator.

I volunteer to be a presenter for the 'how to be an ally at work'.

On Wed, May 25, 2022 at 11:42 AM Alison Kohler - ZC2 (she/her) <alison.kohler@gsa.gov> wrote:

Hi everyone,

Cindy and I worked on [the slide deck](#) yesterday. Please have a look and make edits where necessary.

We need to know who wants to serve as panelists to answer questions, and who wants to present the material. Maybe 5 panelists and 3 presenters (one for "what it means," "how to be an ally," and "taking the next steps")?

I'll also get going on the approvals and pre-event publicity -- unless someone else WANTS to head them up???

Talk again on June 6!

Alison



U.S. General Services Administration

Alison Kohler

She/her/hers

Digital Communication Program Management Office

Office of Strategic Communication

C: (b) (6) | alison.kohler@gsa.gov

--


Cindy Andersen, Contracting Officer, **LEED AP**

General Services Administration/Public Buildings Service

Denver Federal Center Service Center Division, 8PSDP

DFC Bldg. 41 | Room 240 | Denver, CO 80225

she, her, ella

 Cell (b) (6)

 Email Cindy.Andersen@gsa.gov

 Please consider the environment before printing this email

Subject: Fwd: CLP Credit for Supervisors - Pride Month Events
From: "Andrea M. O'Neal - A (she/her)" <andrea.m.oneal@gsa.gov>
Date: 5/31/2022, 12:39 PM
To: Katy Kale <katy.kale@gsa.gov>, Laila ElGohary <laila.elgohary@gsa.gov>

Hello!

Sharing more information about the Pride Month panels per your chats last week. I have not been involved in the planning process, but can follow-up with the teams if you need more information.

Andrea

----- Forwarded message -----

From: **Cindy Andersen - 8PQB** <cindy.andersen@gsa.gov>
Date: Mon, May 16, 2022 at 10:09 AM
Subject: Re: CLP Credit for Supervisors - Pride Month Events
To: Hope Dolan - M1V1AE <hope.dolan@gsa.gov>
Cc: Colin Correa - CSDE <colin.correa@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>

I'm aware of two panel discussions that are currently being planned, each approximately 1 hour in length. We are yet in the planning process, but the objective of the discussions is generally to raise awareness within GSA regarding the needs and issues for employees belonging to the LGBT+ community, to humanize diversity and inclusion and to facilitate greater empathy and understanding between people of all identities:

- **Allyship Panel:** The target audience is folks in the community, existing allies, people curious about allyship, senior leaders who need actions for key performance indicators, DEIA Community of Practice. This general objective of the discussion will be to illustrate what it means to be an ally and why we are needed in the workplace. Topics may include the need for equity with respect to sexual orientation and gender identification; recognizing the privilege inherent in cisgender and/or straight people; how to amplify the voices of others; whether and how to intervene if witnessing workplace bullying; the need to stand up even when scared; possible worry over offending people who may feel either marginalized or privileged; how to transfer the benefits of privilege to people who may be marginalized; the need to not assume it is the responsibility of the marginalized to educate the privileged (understanding there is no blueprint); why it's okay and/or necessary for an ally to lead the charge.
 - Spontaneous questions from the audience will be encouraged, but several canned questions have been created:
 - Why did you become an Ally?
 - Why is Allyship needed?
 - What is it that Allies do?
 - What if I am concerned that my allyship would be negatively perceived by someone who has influence over my work or career?

- Respond to real life scenarios (possibly solicit scenarios from community members where they either had an Ally or wish they had had one). Have 2 or 3 panelists provide their response to the scenario. Objective would be to show that there are no 'one size fits all' or 'right' responses, and that allyship is an on-going evolutionary process of growth.
 - Is allyship different in the workplace when compared to allyship in your personal life?
 - What allyship 'isn't' - examples of hopefully well intended actions that in retrospect, were not helpful
- **Transgender Panel:** The target audience for this discussion will be limited to previously identified members of the GSA LGBTQ+ community due to privacy/safety concerns for the transgender employee leading the discussion. The general objective of the discussion is to both educate and raise awareness about transgender issues. The panelists will include a transgender employee and two cisgender employees who helped raise transgender children. A slideshow is being prepared to facilitate the discussion and may include slides illustrating:
 - An explanation of common terms (transgender, cisgender, non-binary, etc.)
 - Recent legislation affecting the transgender community
 - Barriers to transitioning
 - Transgender people and issues in the media.
 - Relevant statistics regarding the proportion of the general population who identify as transgender, percentage of suicides and murders

The audience will be engaged initially with a jamboard activity, inviting them to define man and woman (masculine, feminine and neutral traits). A four-minute video by Bill Nye will be shown which explains the science behind gender identity.

This pretty much summarizes the current planning. Is this sufficient information to determine whether the panel discussions can qualify for CLP credit?

Thank you for your help, Hope!

Subject: Re: CLP Credit for Supervisors - Pride Month Events

From: Traci DiMartini - C <traci.dimartini@gsa.gov>

Date: 6/6/2022, 2:27 PM

To: "Andrea M. O'Neal - A (she/her)" <andrea.m.oneal@gsa.gov>, Daria Ingram - CSC <daria.ingram@gsa.gov>

CC: Mary Portko - CSD <mary.portko@gsa.gov>, Katy Kale <katy.kale@gsa.gov>, LeJamiel Goodall <lee.goodall@gsa.gov>

adding Daria

good timing, Andrea. I reached out to TDD to ask them the same thing because I am not sure why (b) (5). I agree we should (b) (5) and do not disagree with (b) (5) but not sure why (b) (5).

I think Mary might be out today but am asking her to take the lead on finding out more so we can get a standard put into place (if one doesn't already exist).

thanks!

On Mon, Jun 6, 2022 at 2:24 PM Andrea M. O'Neal - A (she/her) <andrea.m.oneal@gsa.gov> wrote:

Traci, Mary -

It sounds like a decision is being made by the OGP teaching school program manager to (b) (5). Do you agree?

Does OHRM currently have an standard/viewpoint on (b) (5)? This is may be one area that needs more structure and agency-wide guidance to (b) (5).

Should we sync on this (also could be a topic for next DEIA cohort meeting) ?

Thanks!

Andrea

----- Forwarded message -----

From: Cindy Andersen - 8PQB <cindy.andersen@gsa.gov>

Date: Mon, Jun 6, 2022 at 1:51 PM

Subject: Re: CLP Credit for Supervisors - Pride Month Events

To: Hope Dolan - M1V1AE <hope.dolan@gsa.gov>

Cc: Colin Correa - CSDE <colin.correa@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>,

Andrea O'Neal - A <andrea.m.oneal@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>, Mary Portko - CSD <mary.portko@gsa.gov>

Hi Hope-

We are looking for a decision about the CLP credit for our Pride month panel discussions. We believe supervisors may be able to check their box for meeting DEIA requirements without providing proof of attendance at a specific event. However, these events serve an important purpose, which is to raise awareness about the myriad of issues surrounding employees who have been historically marginalized. All supervisors would benefit from exposure to the stories of individuals who are not abstract, but current real employees. The ability to offer CLP credit for our events would give extra incentive, icing on the cake, if you will.

We are advertising these events NOW. Can you please let me know asap regarding this question?

On Tue, May 31, 2022, 9:45 AM Cindy Andersen - 8PQB <cindy.andersen@gsa.gov> wrote:

Hi Hope -

How are you coming with determining whether we can offer CLP credit for our Pride panel discussions?

I want to emphasize these are not trainings in that there is no intent to teach anything. Rather, we seek to present a variety of perspectives in order to raise awareness; isn't this the point of DEIA? It seems fair to offer credit for those in attendance who need it.

If you need more information or have any questions, please advise.

----- Forwarded message -----

From: **Cindy Andersen - 8PQB** <cindy.andersen@gsa.gov>

Date: Mon, May 16, 2022 at 10:09 AM

Subject: Re: CLP Credit for Supervisors - Pride Month Events

To: Hope Dolan - M1V1AE <hope.dolan@gsa.gov>

Cc: Colin Correa - CSDE <colin.correa@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>

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shown which explains the science behind gender identity.

This pretty much summarizes the current planning. Is this sufficient information to determine whether the panel discussions can qualify for CLP credit?

Thank you for your help, Hope!

On Mon, May 16, 2022 at 6:21 AM Hope Dolan - M1V1AE <hope.dolan@gsa.gov> wrote:

Good morning

Sure. Can you send me more information? Topics/objectives

On Tue, May 10, 2022, 5:26 PM Cindy Andersen - 8PQB <cindy.andersen@gsa.gov> wrote:

Hi Hope -

The members of the GSA LGBT+ Employee Association are planning several events for Pride Month that may work for supervisors seeking DEIA credit. Can you help us to determine whether/how attendance at our panel discussions would be eligible for CLP credit? Can you please send me the form you require?

Thank you for your help.

--

Cindy Andersen, Contracting Officer, **LEED AP**
General Services Administration/Public Buildings Service
Denver Federal Center Service Center Division, 8PSDP
DFC Bldg. 41 | Room 240 | Denver, CO 80225

she, her, ella

Cell (b) (6)

Email Cindy.Andersen@gsa.gov



Please consider the environment before printing this email

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1800 F Street, NW

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E-mail: andrea.m.oneal@gsa.gov

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U.S. General Services Administration

Traci DiMartini

Chief Human Capital Officer

Office of Human Resources Management (OHRM)

1800 F Street NW

Washington, DC 20405

Phone: (202) 309-8148

Mobile: (b) (6)

E-mail: Traci.DiMartini@gsa.gov

Subject: Dry-run of allyship panel for Pride Month

From: laura.hennigan@gsa.gov

Date: 6/16/2022, 11:09 AM

To: alex.goldman@gsa.gov, alison.kohler@gsa.gov, cindy.andersen@gsa.gov, colin.correa@gsa.gov, donna.garland@gsa.gov, kathy.kale@gsa.gov, "ky.nguyen@gsa.gov" <ky-giao.nguyen-zubroski@gsa.gov>, maria.filius@gsa.gov, michelle.steele@gsa.gov, miranda.webster@gsa.gov, monique.curaj@gsa.gov, nathan.osburn@gsa.gov, nina.wirth@gsa.gov, traci.dimartini@gsa.gov, laura.hennigan@gsa.gov

Hi Friends,

Everyone should have received a panelist link for the meeting--please use that for today's dry run. If you can't locate it--let me know.

Thank you,
Laura

Dry-run of allyship panel for Pride Month

When Thu Jun 16, 2022 3pm – 3:25pm Central Time - Chicago

Who

- alison.kohler@gsa.gov - organizer
- cindy.andersen@gsa.gov
- colin.correa@gsa.gov
- ky.nguyen@gsa.gov
- maria.filius@gsa.gov
- miranda.webster@gsa.gov
- monique.curaj@gsa.gov
- nathan.osburn@gsa.gov
- nina.wirth@gsa.gov
- donna.garland@gsa.gov
- laura.hennigan@gsa.gov
- michelle.steele@gsa.gov
- traci.dimartini@gsa.gov
- alex.goldman@gsa.gov
- kathy.kale@gsa.gov - optional

Attachments [Untitled document](#)

A dry-run of our agency-wide panel to be June 21.

Subject: Today's allyship panel was a success thanks to YOU!

From: "Alison Kohler - ZC2 (she/her)" <alison.kohler@gsa.gov>

Date: 6/21/2022, 2:22 PM

To: Katy Kale <katy.kale@gsa.gov>, Alexander Goldman - AC <alex.goldman@gsa.gov>, Donna Garland - ZC <donna.garland@gsa.gov>, Laura Hennigan - ZC <laura.hennigan@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>, Colin Correa - CSDE <colin.correa@gsa.gov>, Cindy Andersen - 8PQB <cindy.andersen@gsa.gov>, Michelle Steele - WPIDAA <michelle.steele@gsa.gov>, Miranda Webster - WPX <miranda.webster@gsa.gov>

Hi everyone,

I thought today's panel went very well, both from a logistics standpoint and from a substance standpoint. Thank you for your time to plan and execute a great event.

If you have any feedback for our after-action review, please input it on our [planning document](#). We're looking for what you think we should sustain, improve or follow-up on.

Please include your input, if you have any, before close of business Tuesday, June 28.

Thanks again!
Alison



U.S. General Services Administration

Alison Kohler
She/her/hers
Digital Communication Program Management Office
Office of Strategic Communication
C: (b) (6) | alison.kohler@gsa.gov

Subject: Thank you for making the Thoughtful Allyship session a success!

From: Colin Correa - CSDE <colin.correa@gsa.gov>

Date: 6/21/2022, 2:53 PM

To: Katy Kale <katy.kale@gsa.gov>, Traci DiMartini - C <traci.dimartini@gsa.gov>, Donna Garland - ZC <donna.garland@gsa.gov>, Alison Kohler - ZOD <alison.kohler@gsa.gov>, Cindy Andersen - 8PQB <cindy.andersen@gsa.gov>, Michelle Steele - WPIDAA <michelle.steele@gsa.gov>, Miranda Webster - WPX <miranda.webster@gsa.gov>, Maria Filios - QT3CJB <maria.filios@gsa.gov>

CC: Nathan Osburn - ZM <nathan.osburn@gsa.gov>, Laura Hennigan - ZC <laura.hennigan@gsa.gov>, Amme Willis - 5P1CC <amme.willis@gsa.gov>, Robert Riddle - WPXWB <robert.riddle@gsa.gov>, Kevin Franken - 9QSCA <kevin.franken@gsa.gov>, Andrea Washington - IDTRE <andrea.washington@gsa.gov>, Ky Nguyen-Zubroski - PMAB <ky.nguyen@gsa.gov>

Good afternoon Katy, Traci, Donna, Alison, Cindy, Michelle, and Miranda,

Thank you for making the Thoughtful Allyship at GSA Panel Discussion a success this afternoon! We had over a hundred participants join the call, and I believe that you all shared valuable information in being a trustworthy ally to all who attended the session.

Perhaps, once the video is formatted and rendered Section 508-compliant, it can be uploaded to OLU for employees to watch as part of individual development, and not necessarily as a formal training session. I will see if Amme is able to post the video on our Google Site, as well, for those who were not able to attend.

Hopefully, this session has opened the dialogue and increased the motivation for GSA employees to want to become trusted allies not only at work but in their local communities and neighbourhoods. I try to be an ally to other marginalized communities because I believe that every voice and action matters and that great movements can start with you as an individual, wanting to make a difference. A single voice can be amplified by others who share a common interest in making the world a better place.

I am deeply honoured that you all stepped up to make this Pride Month panel discussion a success. Thank you to Katy, Traci, and Donna for representing GSA Senior Management and to the members of the GSA LGBT & Allies Employee Association (Alison, Cindy, Michelle, and Maria) for being the exemplary allies that you are and for volunteering to join the panel. I would like to extend a special recognition to Ky Nguyen-Zubroski for always volunteering to help out when she has a chance and to Nate Osburn and Laura Hennigan for working your technical and logistical magic in the background and for bringing the session to fruition.

Lastly, I would like to thank my fellow Board of Directors (Robert, Amme, Kevin, and Ann) for taking care of the logistical matters while I was out of the country and for Tom Meiron's continued support as our Executive Champion.

Warm regards,

Colin



U.S. General Services Administration

Colin S.K. Correa

He, Him, His

President

GSA LGBT & Allies Employee Association

General Services Administration



LGBT & Allies Employee Association

One World Trade Center, 55th Floor

New York, NY 10007

Office: (212) 264-8780

Mobile: (646) 385-0714

E-mail: colin.correa@gsa.gov

Subject: Fwd: GSA Designees in OPM Interagency Meetings - Transgender Guidance
From: "Andrea M. O'Neal - A (she/her)" <andrea.m.oneal@gsa.gov>
Date: 8/9/2022, 9:59 AM
To: Katy Kale <katy.kale@gsa.gov>

----- Forwarded message -----

From: Andrea M. O'Neal - A (she/her) <andrea.m.oneal@gsa.gov>
Date: Thu, Aug 4, 2022 at 2:29 PM
Subject: Re: GSA Designees in OPM Interagency Meetings - Transgender Guidance
To: Traci DiMartini - C <traci.dimartini@gsa.gov>
Cc: Daria Ingram - CSC <daria.ingram@gsa.gov>, Thomas Meiron - 4Q <thomas.meiron@gsa.gov>, Darlene Smith - CSA <darlene.smith@gsa.gov>, Lance Green - CSA <lance.green@gsa.gov>, Lee Hall - CSA <lee.hall@gsa.gov>

Thanks, Traci. The origin of this working group came out of the Domestic Policy Council in partnership with OPM to implement the provisions of the President's Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (EO14035) that relate to LGBTQ+ employees. OPM ODEIA recently expanded to invitation to Chief Diversity Officers + senior DEIA/Equity Team members or their proxies.

Happy to connect on how our various interests and stakeholders can coordinate to fully represent GSA in this forum.

Andrea

On Thu, Aug 4, 2022 at 2:20 PM Traci DiMartini - C <traci.dimartini@gsa.gov> wrote:
hi, Andrea:

Thank you for the email. I don't want to speak for Tom (but I will) when I say that I think (b) (5)

[REDACTED]
[REDACTED] However, there could have been multiple meetings but I think it is important for all of us to (b) (5)
[REDACTED].

Let me know when is a good time for us to chat and I'll sync up with Tom's calendar too:)

thanks!


On Thu, Aug 4, 2022 at 2:13 PM Andrea M. O'Neal - A (she/her) <andrea.m.oneal@gsa.gov> wrote:
Hi everyone,

I wanted to flag an issue that arose during yesterday's LGTBQ interagency working group meeting.

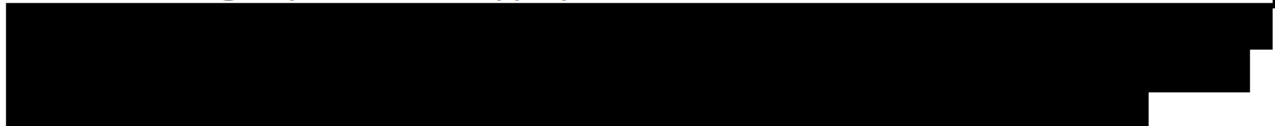
This was a special meeting convened by OPM ODEIA to review a planned update to the Transgender employee guidance.

Chuck Hardy, Tom Meiron, and I are the POCs designated by Katy to represent GSA in this interagency forum over the past year; I invited Daria Ingram to also participate yesterday given the human capital policy topic. Much to my surprise - with no prior notification or approval - Robert Riddle and Colin Correa also joined this meeting.

I am unclear about how (b) (5)



We certainly value deep collaboration with GSA's employee stakeholders and affinity group leaders -- especially on policy topics that directly affect members of their communities. However, the OPM interagency was not the appropriate forum for their direct contributions. I'd like to (b) (5)



Many thanks for your continued partnership and support.

Andrea

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